

STRATEGIC GOAL 1 -- A PREPARED WORKFORCE: *ENHANCE OPPORTUNITIES FOR AMERICA'S WORKFORCE*

OUTCOME GOAL 1.1 - INCREASE EMPLOYMENT, EARNINGS, AND ASSISTANCE

Performance Goal 1.1A: 56% of Welfare-to-Work (WtW) program terminees will be placed in unsubsidized employment	
Results	<u>The goal was met.</u> 73% of WtW “terminees” were placed into unsubsidized employment
Indicator	Number of WtW program terminees who left the WtW program after receiving a placement in unsubsidized employment
Data Source	WtW Formula Grant Cumulative Quarterly Financial Status Report; WtW Competitive Grant Cumulative Quarterly Financial Status Report
Baseline	JTPA Title II welfare recipient population
Comment	The WtW FY 1999 performance goal was derived from a less-difficult-to-employ Job Training Partnership Act (JTPA) Title II welfare recipient target group. It is important to note that participants don't “terminate” the WtW program when placed into unsubsidized employment, as in the traditional JTPA model. The focus of the WtW initiative is primarily upon post-employment services. Terminees are defined as those placed into unsubsidized jobs plus those who left the program without receiving a subsidized or unsubsidized job ($unsubsidized\ placements \div [unsubsidized\ placements + terminees]$). Participants who were in subsidized jobs, or undertaking other program-funded work activities (such as Work Experience or Community Services), were not counted as having “terminated” WtW.
Performance Goal 1.1B: 64% of JTPA adult disadvantaged terminees will be employed one quarter after program exit with average weekly earnings of \$292	
Results	<u>The goal was met.</u> In PY 1998, 69% of JTPA adult disadvantaged terminees were employed one quarter after program exit, with average weekly earnings of \$338. (Preliminary data, with some State estimates)
Indicator	Percentage of program terminees employed and retained one quarter after termination from program services and average weekly earnings of program terminees one quarter after termination.
Data Source	Standard Program Information Report (SPIR): Program Year 1998 (July 98 - June 99) data
Baseline	The FY 1999 goals were based on PY 1996 experience, wherein the adults employed after one quarter was 62% and the average weekly earnings for the same period was \$302.
Comment	The JTPA Title II-A adult program will be replaced in all States by the Workforce Investment Act program, as of July 1, 2000.

Performance Goal 1.1C: Assist 300,000 veterans to find jobs: 10,000 will be service-connected disabled veterans, and 1,850 will be veterans who are homeless	
Results	The goal was not met. A total of 288,404 veterans were helped into jobs (96.1% of the goal). Of these, 13,825 were special disabled and 1,993 were homeless veterans.
Indicator	Number of unemployed veterans and veterans who are homeless who were assisted in finding jobs
Data Source	Reports submitted by State Employment Security Agencies and Homeless Veterans Reintegration Project (HVRP) grantees
Baseline	FY 1998
Comment	The 300,000 veterans expected to be assisted in finding jobs represents a small decrease from an anticipated 314,000 in FY 1998 due to an emphasis being placed on helping hard-to-place veterans that have significant employability barriers (special disabled, veterans on public assistance).

OUTCOME GOAL 1.2 - ASSIST YOUTH IN MAKING THE TRANSITION TO WORK

Performance Goal 1.2A: 77% of JTPA Title II-C youth terminees will be employed or obtain advanced education or job skills	
Results	The goal was met. 84% of JTPA Title II-C youth terminees were employed or obtained advanced education or job skills.
Indicator	Percent of program terminees employed or advancing education or job skills.
Data Source	Standardized Program Information System (SPIR)
Baseline	76% of JTPA youth terminees entered employment or advanced education or job skills (PY 1995).
Comment	PY 1998 data was reported. The positive program outcomes encompass a combination of employment enhancements in education and job skills. However, to accurately capture all of these outcomes, substantial changes to the reporting system will be undertaken. SPIR data are now submitted annually. ETA will explore ways to obtain more frequent (quarterly) data submission by States so that performance can be monitored on a more timely basis.
Performance Goal 1.2B: 75% of Job Corps trainees will get jobs or pursue further education, with those obtaining jobs having an average starting wage of \$6.50 per hour	
Results	The goal was met. 82.4% of Job Corps trainees were placed in jobs, the military, or pursued further education. For those placed in jobs, the average wage was \$6.87 per hour.
Indicator	Percentage of Job Corps trainees placed in employment or pursuing further education and average wage rate.
Data Source	Job Corps Outcome Measurement System; Program Year 1998 (July 98 - June 99) data.
Baseline	75% of Job Corps terminees got jobs or pursued education and, for those with jobs, the average wage was \$5.98 per hour (PY 1995).
Comment	Job Corps targets severely disadvantaged youth with a variety of barriers to self-sufficiency, including deficiencies in education and job skills. For PY 1999, Job Corps will sustain its placement rate and average hourly wages, thereby continuing to enhance trainees' ability to become self-sufficient.

Performance Goal 1.2C: Engage 1.5 million youth in school-to-work activities	
Results	The goal was not met. The most recent data available are for PY 1997, ending June 30, 1998. The number of youth engaged in School-to-Work activities was 1,055,775 secondary school youth, a decline from the previous year's total of 1,265,549. The next installment of data is expected in July 2000, which will include progress for the 1998-1999 school year.
Indicator	Number of students actively involved in school-to-work activities
Data Source	Five-year School-to-Work national evaluation and program measures reported annually by participating states
Baseline	700,000 students were involved in school-to-work classes (Progress Measures reported by 27 States through June 1996)
Comment	Data collection begins in August of each year for the school year ending the previous June and can take until December to complete. The data are provided to the National School-to-Work Office the following Summer.
Performance Goal 1.2D: During the initial year of program operations, 25,000 out-of-school youth will be served in Youth Opportunity Areas	
Results	The goal was not met, since the grant announcement did not get published until June 1999.
Indicator	Employment for out-of-school youth.
Data Source	A program administrative reporting system will be established.
Baseline	Baseline to be established in PY 2000.
Comment	Funds were not provided by Congress in time for the Youth Opportunity program to serve youth during FY 1999.

OUTCOME GOAL 1.3 - PROVIDE INFORMATION AND TOOLS ABOUT WORK

Performance Goal 1.3A: Increase the percentage of job seekers registered with the employment service who enter employment by 1%	
Results	The goal was not met. The percentage of job seekers registered with the employment service who entered employment increased by 0.45% over the previous program year to 18.9%
Indicator	Entered Employment Rate - Percentage of job seekers registered with the employment service who enter employment
Data Source	ES 9002 Report (PY 1998 data)
Baseline	17.7% of job seekers registered with the employment service entered employment in PY 1996
Comment	This represents a change in the performance goal to an entered employment rate (outcome goal) from an entered employment number (output goal). Baseline data have been adjusted accordingly.

Performance Goal 1.3B: Increase the number of operational One-Stop Career Centers to 1,000 (40% of local Employment Service and JTPA Service Delivery Area offices)

Results	<u>The goal was met.</u> As of November 1998, approximately 1,100 One-Stop Centers had been established by the States
Indicator	Number of local Employment Service and JTPA offices that are operating as One-Stop Career Centers
Data Source	Interstate Conference of Employment Security Agencies (ICESA) and Employment Security Systems Institute (ESSI), ETA Service Delivery Area (SDA) listings, and Regional Office summaries
Baseline	In early 1998, there were 500 One-Stop Career Centers
Comment	With the implementation of the Workforce Investment Act (WIA), States are creating centers as part of One-Stop delivery systems in compliance with WIA requirements.

Performance Goal 1.3C: Increase by 20% the total number of job openings listed with the public employment service, including both those listed with State Employment Security Agencies (SESAs) and those listed directly with America's Job Bank (AJB) via the Internet

Results	<u>The goal was not met.</u> The total number of job openings listed with the public employment service increased by 16.5% to 8.5 million. The number of job openings listed with the SESAs increased by 12.2% to 7.3 million, while the number of job openings listed directly with AJB increased by 52.8% to 1.2 million
Indicator	Number of job openings listed with SESAs plus the number of job openings listed directly with AJB
Data Source	ES 9002 Report, AJB Service Center Reports (PY 1998 data)
Baseline	Approximately 7.0 million job openings, with 6.0 million jobs listed through the SESAs and 0.94 million jobs listed directly through AJB
Comment	An increasing proportion of job openings now are being listed on AJB

OUTCOME GOAL 1.4 - PROVIDE INFORMATION AND ANALYSIS ON THE U.S. ECONOMY

Performance Goal 1.4A: Produce and disseminate timely, accurate, and relevant economic information					
Results	Indicator	Dimension	Measure	Target	Result
	National Labor Force	Timeliness	Percentage of releases that are prepared on time	100%	91.7% ¹
		Quality	Number of months that a change of at least 0.25 percentage point in the monthly unemployment rate will be statistically significant at the 90% confidence level	12	12
	Employment, Hours, and Earnings	Timeliness	Percentage of releases that are prepared on time	100%	91.7% ¹
		Quality	Average total monthly revisions between 1 st and 2 nd closings	< 50,000	34,800
	Consumer Prices and Price Indexes	Timeliness	Percentage of releases that are prepared on time	100%	100%
		Quality	Percentage of all urban consumers', urban wage earners', and clerical workers' personal consumption spending covered in the Consumer Price Index (CPI):		
			Goods consumed	100%	100%
	Services consumed	100%	100%		
	Producer Prices and Price Index	Timeliness	Percentage of releases that are prepared on time	100%	91.7% ²
Quality		Percentage of domestic output, within the scope of the Producer Price Index (PPI), that is covered by the PPI:			
		Goods produced	85.1%	85.1%	
		Services produced	43.2%	41.2% ³	
Total production	55.7%	54.3% ³			
Employment Cost Index Statistics	Timeliness	Percentage of releases that are prepared on time	100%	100%	
	Quality	Number of quarters the change in civilian compensation less sales workers index was within +/- 0.5% at the 90% confidence level	4	4	
	The goal was not met. BLS missed several targets for this goal as indicated by the timeliness results for National Labor Force; Employment, Hours, and Earnings; and PPI, as well as the quality results for PPI.				
Indicator	Percentage of releases of National Labor Force; Employment, Hours, and Earnings; Consumer Prices and Price Indexes; Producer Prices and Price Indexes; and Employment Cost Index statistics that are prepared on time; measures of quality for each Principal Federal Economic Indicator				
Data Source	Office of Publications and Special Studies report of release dates against release schedule of BLS Principal Federal Economic Indicators; press releases for each economic indicator				

¹ The 91.7% result for the National Labor Force and Employment, Hours, and Earnings statistics reflects the premature release of a supplemental data series via the Web for the *November 1998 Employment Situation Release*.

² The 91.7% result for the PPI reflects the premature release of December 1998 data from the website.

³ The 41.2% and 54.3% results for the PPI reflect a delay in the publication of *Retail Food Stores*. Questions about methodology delayed publication until a solution could be found. The index is expected to be published in July 2000.

Baseline	<p>Timeliness measures of 100% for each economic indicator for FY 1997</p> <p>Quality measures for FY 1997:</p> <ul style="list-style-type: none"> • <i>National Labor Force</i>: Number of months that a change of at least 0.25 percentage points in the monthly national unemployment rate will be statistically significant at the 90% confidence level (for an unemployment rate of 6%) = 12 • <i>Employment, Hours, and Earnings</i>: Average total monthly revisions between the 1st and 2nd closings = 36,900 • <i>Consumer Prices and Price Indexes</i>: Percentage of all urban consumers', urban wage earners', and clerical workers' personal consumption spending covered in the CPI: goods consumed = 100%; services consumed = 100% • <i>Producer Prices and Price Indexes</i>: Percentage of domestic output, within the scope of the PPI, that is covered by the PPI: goods produced = 85.1%; services produced = 38.8%; total production = 52.6% • <i>Employment Cost Index Statistics</i>: Number of quarters the change in the civilian compensation less sales workers index was within +/- 0.5% at the 95% confidence level = 4
Comment	<p>BLS has made significant progress in strengthening security over its sensitive pre-release economic data and in reducing vulnerabilities in management controls over data dissemination systems. BLS and OIG completed comprehensive evaluations of BLS security and corrective actions have been taken to minimize the risk of a premature release of BLS data on the BLS public access website.</p>

Performance Goal 1.4B: Improve the accuracy, efficiency, and relevancy of economic measures

Results	Indicator	Measure	Status	Comments
	NAICS	Begin NAICS refile for the ES-202 program by surveying all establishments with greater than 50 employees and 1.7 million establishments with less than 50 employees.	Complete	The FY 1999 survey round was completed in August 1999. Thirty-six states achieved a 90% response rate target for both employment and units.
	CPI-Revision	Use new sample design and estimation methodology for rent in published Consumer Price Index.	Complete	The new sample design and estimation methodology were used beginning with the calculation of the official January 1999 CPI.
	CPI-Improvement	Begin data collection and processing of a larger Consumer Expenditure Survey sample (7,800 households for the diary and interview surveys).	On schedule	Data collection activities began in November 1998. This two-year project is on schedule for completion by the end of FY 2000.
	JOLTS	Establish new JOLTS program plan	Complete	Noteworthy accomplishments of the program plan are as follows: S Developed a conceptual framework for the program. S Established a basic program infrastructure. S Began development of computer system. S Established a data collection center.
	The goal was met, as indicated by the status shown above.			
Indicator	1. Begin North American Industry Classification System refile for the Covered Employment and Wages (ES-202) program by surveying all establishments with greater than 50 employees and 1.7 million establishments with less than 50 employees. (NAICS) 2. Use new sample design and estimation methodology for rent in published Consumer Price Index. (CPI-R) 3. Begin data collection and processing of a larger Consumer Expenditure Survey sample (7,800 households for the diary survey and 7,800 for the interview survey). (CPI-I) 4. Establish new Job Openings and Labor Turnover Survey program plan. (JOLTS)			
Data Source	1. Tabulations from the BLS Universe Database 2. CPI Press Release 3. Consumer Expenditure Survey sample report 4. Survey Program Plan			
Baseline	1. Not Applicable 2. Not Applicable 3. 5,400 households for the diary survey and 5,400 for the interview survey. (1997) 4. Not Applicable			
Comment	Indicators for Goal 1.4B reflect the BLS commitment to continuous improvement of its statistical processes and products. The indicators are significant milestones towards the accomplishment of this improvement goal. Since activities described in indicators 1, 2, and 4 are new activities, there are no baseline measures.			

STRATEGIC GOAL 2 -- A SECURE WORKFORCE: *PROMOTE THE ECONOMIC SECURITY OF WORKERS AND FAMILIES*

OUTCOME GOAL 2.1 - INCREASE COMPLIANCE WITH WORKER PROTECTION LAWS

<p><u>Previous</u> Performance Goal 2.1A: Increase compliance with labor standards laws and regulations by 5% in the San Francisco and New York City garment industries and poultry processing⁴</p> <p><u>Revised</u> Performance Goal 2.1A: Increase compliance with labor standards laws and regulations by 5% in the San Francisco and New York City garment industries; in the agricultural industry - establish baselines for the commodities of onions, lettuce and cucumbers; and establish baseline for residential health care (assisted living facilities)</p>	
Results	The goal was <u>not met</u> . The level of compliance in both cities was essentially unchanged. However, Wage and Hour did establish compliance baseline of 65% for lettuce, 49% for cucumbers, 42% for onions, and 57% for assisted living facilities.
Indicator	Trends in compliance/violation rates by industry (NAIC code); changes in results of compliance surveys in targeted industries
Data Source	Wage Hour Investigator Support and Reporting Database (WHISARD); results of compliance surveys
Baseline	79% in the San Francisco garment industry (FY 1997) 37% in the New York City garment industry (FY 1997) 40% compliance in poultry processing (FY 1998) 49% compliance in cucumber commodities (FY 1999) 42% compliance in onion commodities (FY 1999) 65% compliance in lettuce commodities (FY 1999) 57% compliance in residential health care (assisted living facilities)(FY 1999)
Comment	To assure the goal will be met in the future, DOL developed compliance education and strike forces. Also cases will continue to be developed for criminal prosecution and a new office will be opened in Brooklyn. Because there is no unbiased industry-wide database on labor standards violations or compliance, Wage and Hour faces a challenge in determining industry-wide levels of compliance measuring changes in compliance and attributing causality for any changes. To determine the impact of Wage and Hour efforts, a statistically sound method of establishing baselines and measuring compliance was developed using investigation-based compliance surveys of targeted industries and areas. Based on results, specific industries and/or industry sectors will be resurveyed every two to three years.

⁴ The poultry processing baseline survey was originally scheduled for completion in FY 1997, but was actually completed in early FY 1998. Therefore, this industry will not be surveyed again until FY 2000. The performance goal to increase compliance by 5% in the poultry processing industry will be part of the FY 2000 Performance Plan.

Previous Performance Goal 2.1B: Increase compliance with labor standards laws and regulations by at least 5% over the baseline for employers subject to repeat investigations in targeted health care⁵, garment, and agricultural commodities	
Revised Performance Goal 2.1B: To increase compliance among employers, which were previous violators, and the subject of repeat investigations, establish baselines in the San Francisco and New York City garment industries; in the agricultural commodities of lettuce, cucumbers, and onions; and in the residential health care industry (assisted living facilities)	
Results	The goal was met. Established compliance baselines of 86% and 52% in the San Francisco and New York City garment industries, respectively. Established baseline of 43% for lettuce, 42% for onions, 37% for cucumbers, and 55% in residential health care (assisted living facilities).
Indicator	Trends in compliance/violation rates by industry (NAIC code); changes in results in compliance surveys in targeted industries.
Data Source	WHISARD; results of compliance surveys
Baseline	86% compliance in reinvestigated garment shops in San Francisco (FY 1999) 52% compliance in reinvestigated garment shops in New York City (FY1999) 55% compliance baseline in reinvestigated residential health care facilities (assisted living facilities) (FY 1999) 37% compliance in reinvestigated cucumber commodity (FY 1999) 43% compliance in reinvestigated lettuce commodity (FY 1999) 42% compliance in reinvestigated onion commodity (FY1999)
Comment	Because there is no unbiased industry-wide database on labor standards violations or compliance, Wage and Hour faces a challenge in determining industry-wide levels of compliance measuring changes in compliance and attributing causality for any changes. To determine the impact of Wage and Hour efforts, a statistically sound method of establishing baselines and measuring compliance was developed using investigation-based compliance surveys of targeted industries and areas. Based on results, specific industries and/or industry sectors will be resurveyed every two to three years.
Performance Goal 2.1C: Increase by 2.5% both the number of closed investigations of employee pension and health benefits plans where assets are restored (to 537) and prohibited transactions are corrected (to 241)	
Results	Goal was met. 958 Case Assets were restored and 389 cases Prohibited Transactions were corrected.
Indicator	Number of fiduciary investigations closed where assets are restored and the number where prohibited transactions are reversed
Data Source	Enforcement Management Systems
Baseline	FY 1997- Number of closed investigations with assets restored - 524; number where prohibited transactions are reversed - 235.
Comment	The protection of plan assets is the primary investigative purpose. When plan assets have been potentially endangered by an imprudent act on the part of a plan fiduciary or have otherwise been misused, DOL seeks to have the transaction reversed to minimize potential loss or have the plan made whole through the restoration of assets.

⁵ The investigation-based compliance survey in residential health care established a baseline of 66% in FY 1999.

Previous Performance Goal 2.1E: Increase by 6% (to 85%) the number of unions with over \$200,000 in annual receipts which timely comply with union financial reporting requirements	
Revised Performance Goal 2.1E: 85% of unions with annual receipts greater than \$200,000 timely file union annual financial reports for public disclosure access	
Results	<u>The goal was met.</u> 89.8% of unions with annual receipts greater than \$200,000 timely filed union annual financial reports for public disclosure access.
Indicator	Percentage of financial reports timely filed for public disclosure availability
Data Source	Labor Organization Reporting System
Baseline	FY 1997 - Timely filing of financial reports by unions with annual receipts over \$200,000 - 79%
Comment	The indicators reflect union compliance with laws established to ensure democratic practices and financial integrity in unions in the American workforce.

OUTCOME GOAL 2.2 - PROTECT WORKER BENEFITS

Performance Goal 2.2A: Meet or exceed the Secretary's Standards for promptness in paying worker claims for Unemployment Insurance and deciding appeals	
Results	<u>The goal was met.</u> Intrastate claims: average 89.6%, 7 States missed criterion Interstate claims: average 78.2%, 6 States missed criterion Lower Authority Appeals: 72.7% decided within 30 days, 4 States missed criterion; 88.4% decided within 45 days, 3 States missed criterion
Indicator	Proportion of first payments for unemployment insurance made and benefit appeals decisions rendered within elapsed times specified in the Secretary's Standards: <i>Intrastate claims</i> -- 87% of initial intrastate payments will be made within 14 days of the first compensable week ending date in States with a waiting period and within 21 days in States without a waiting period. <i>Interstate claims</i> -- 78% of initial payments will be made within 14 days of first compensable week ending date in States with a waiting period, and within 21 days in non-waiting week States. <i>Lower Authority Appeals</i> -- 60% of decisions will be rendered within 30 days and 80% within 45 days.
Data Source	ETA 9050 Report (claims promptness) and ETA 9054 (appeals promptness)
Baseline	See indicator for Secretary's Standards
Comment	Because criteria have been established for all these measures, the Department reports both the national average performance and the number of SESAs failing to meet the criteria.

Performance Goal 2.2B: The Average Weekly Benefit Amount (AWBA) will be \$199 by the end of FY 1999	
Results	<u>The goal was met.</u> The AWBA in Unemployment Insurance was \$212 at the end of FY 1999
Indicator	National AWBA received by all claimants for regular State UI, Unemployment Compensation for Federal Employees (UCFE) and Unemployment Compensation for Ex-Service Members (UCX)
Data Source	ETA Report 5159
Baseline	In FY 1998, the AWBA was \$193
Comment	Although an important outcome measure, many factors influence the AWBA which the Department cannot control and finds difficult to influence. For FY 2000 the Department will substitute a measure of benefit reciprocity which more directly measures a dimension of the program the Department attempts to influence through policy.
Previous Performance Goal 2.2C: Increase by 20% the number of targeted educational materials distributed which promote pensions for women, minorities, and small businesses Revised Performance Goal 2.2C: Increase by 1% the number of workers who are covered by a pension plan sponsored by their employer, particularly women, minorities, and workers in small businesses	
Results	<u>The goal was met.</u> The number of workers increased by 5% (From 45.1 million to 47.6 million).
Indicator	The number of private wage & salary workers in a pension plan sponsored by their current employer
Data Source	March Income Supplement of the Current Population Survey, U.S. Bureau of the Census, 1998.
Baseline	FY 1997 CPS - 45,093,000
Comment	The expansion of coverage within the private employer-sponsored pension system is one of the primary outcomes toward which PWBA's programs and policy initiatives are directed. Providing pensions to populations that have historically shown a lower coverage rate is a high priority within this larger goal.
Performance Goal 2.2D: Promulgate final health benefit and regulatory guidance, including technical advice, implementing the Health Insurance Portability and Accountability Act of 1996 (HIPAA), the Newborns' and Mothers' Health Protection Act of 1996 (NMHPA), and the Mental Health Parity Act of 1996	
Results	<u>The goal was met.</u>
Indicator	Regulatory guidance issued during FY 1999
Data Source	Federal Register, Agency Technical Bulletins
Baseline	Not Applicable
Comment	The Department has been assigned regulatory, interpretative, enforcement and disclosure responsibilities under HIPAA, NMHPA, and the Mental Health Parity Act. Specifically, PWBA is working with Treasury and HHS on promulgating guidance to implement: the portability, disclosure, and nondiscrimination provisions of HIPAA; the hospital length of stay and the worker notification requirements for group health plans under NMHPA; and the annual and lifetime limits on mental health benefits provisions under the Mental Health Parity Act.

Performance Goal 2.2E: Return Federal employees to work following an injury as early as appropriate, as indicated by a 6% reduction from the baseline in production days lost due to disability for cases in the Quality Case Management (QCM) program

Results	The goal was met. Average lost production days (LPD) for cases measured in FY 1999 was 173 days against a target of 178 days. This is nearly 9% reduction compared to the FY 1997 baseline. The 16-day reduction compared to the FY 1997 baseline represents a savings in compensation benefits of \$9.6 million for the cases measured.
Indicator	Average number of LPD (expressed in calendar days) due to disability for cases in QCM.
Data Source	Federal Employees' Compensation Act (FECA) data systems
Baseline	FY 1997 -- 189 days
Comment	This goal promotes Federal workforce security through early recovery from workplace injuries and return to work. The indicator is an interim measure covering only long term disability cases for which DOL maintains full disability data. It focuses on cases in the QCM program where injured workers receive early intervention and detailed case management by claims, nurse, and vocational rehabilitation staff. In FY 2000, OWCP is establishing a new baseline covering all Federal employee injuries. Federal agencies have begun to capture and report to OWCP "Continuation of Pay" data for this much larger cohort. The Presidential Initiative "Federal Worker 2000" sets a goal for agencies to reduce disability days, and this has given impetus to the data collection.

Previous Performance Goal 2.2F: Produce \$5.7 million in savings in the Federal Employees' Compensation Act (FECA) Program by expanding the Periodic Roll Management project that reviews the continued eligibility of long-term claims
Revised Performance Goal 2.2F: Produce \$19 million in first-year savings through Periodic Roll Management (PRM)

Results	The goal was met. PRM case review actions produced an additional \$20.8 million in FECA compensation benefit savings.
Indicator	Additional compensation benefit savings produced in long-term disability case review through PRM.
Data Source	Periodic Roll Management System; Automated Compensation Payment System
Baseline	The methodology for measuring savings from compensation benefit adjustments and terminations was revised to coincide with PRM's integration into permanent operations. Previously, PRM savings were calculated by comparing total savings produced by actions on all (long-term disability roll) PRM and non-PRM cases, by individual district office, to savings achieved in the year prior to PRM start-up in each office. With PRM expansion, PRM savings are now calculated by comparing savings on PRM and QCM case actions in the performance year to case action savings on non-PRM cases in FY 1998 (the baseline year).
Comment	PRM has proven highly successful in identifying potential for return to work and resolving cases leading to greater savings in benefit compensation (an additional \$317 million between 1992 and 1998). In FY 1999, Congress appropriated resources to fully staff all offices and integrate PRM into FECA program operations. This is accelerating savings in Federal workers' compensation costs, and increasing the potential for returning workers to employment after recovery from an injury. Note: Decisions on cases under PRM review often result in adjustment or termination of benefits. The amount of benefit reduction is tabulated on a case-by-case basis beginning with the first payment cycle following the case action. Total first payment savings in the performance year are compared to total first payment savings in the baseline year. The difference in savings between the two years is then scored as "first-year" savings for the entire performance year. The performance year savings is matched against the goal as stated for each year.

Previous Performance Goal 2.2G: In the Federal Employees' Compensation Act (FECA) Program, save 5% versus amounts billed for pharmacy and inpatient hospital services and 3% versus amounts billed for physician and other professional medical services through review of bills prior to payment to identify over-utilization of services or improper use of coding by medical providers

Revised Performance Goal 2.2G: Save 19% annually versus amounts billed for Federal Employees' Compensation Act medical services

Results	<u>Goal was met.</u> As a result of its growing experience with cost control, OWCP revised the original goal by broadening it to include the results of physician/professional fee schedules which have been in effect for several years. This revision more fully reflects the impact of cost control on medical charges. Application of all fee schedules in FY 1999 reduced billings by \$122.9 million or 22%.
Indicator	Amounts paid versus amounts billed for drugs, hospital, and physician services
Data Source	FECA Bill Pay System
Baseline	Amounts billed for drugs, hospital, and physician services in the measurement year.
Comment	FECA program uses Fee Schedules to set payment levels for standard categories of billed medical services. Special automated bill review identifies medical providers' duplicate and abusive billing practices, and facilitates evaluation and resolution of questionable bills before payment is authorized.

Previous Performance Goal 2.2H: Complete significant intermediate steps in long-term reengineering of the Davis-Bacon Act wage determination and survey processes to improve the accuracy and timeliness of wage determinations

Revised Performance Goal 2.2H: Implement new data collection form and automated printing and mailing process and test whether automation can increase the accuracy and timeliness of the survey process and wage determinations

Results

The goal was met. Target activities for FY 1999 were accomplished. Wage and Hour completed the following reinvention steps:

- BLS completed two fringe benefit pilot surveys (Jacksonville, FL and Tucson, AZ) in FY 1998. Two additional fringe benefit pilots surveys (Salt Lake City, UT and Toledo, OH) were conducted in FY 1999. BLS published the results of the Salt Lake City survey in the third quarter and expects to publish the results of the Toledo survey in the first quarter of FY 2000.
- During the second quarter, BLS calculated Occupational Employment Statistics (OES) survey results for the construction industry in selected Metropolitan Statistical Areas (MSA). These OES data are based on two-thirds of the full OES sample. Results from the full OES sample will not be available until the beginning of the third quarter of FY 2000.
- A preliminary evaluation of the first three fringe benefit pilots and the two-thirds OES sample has been conducted. Although both surveys produced results by occupation for the construction industry as a whole, the surveys produced only a small amount of data broken down by type of construction. A more detailed final analysis of the BLS data will be conducted in FY 2000, after data from the full OES sample are available.

Also, Wage and Hour completed Davis-Bacon reengineering implementation objectives to:

- Implement the new WD-10 and have the electronic version prepared for clearance. OMB cleared the new paper WD-10 form during the fourth quarter, and the new form will be used for all future Davis-Bacon wage surveys. An electronic version of the WD-10 form has been drafted and will be submitted to OMB for clearance during FY 2000.
- Test the efficiency and effectiveness of the new automated printing and mailing process using the Census Bureau. The new processes will be used for all future Davis-Bacon wage surveys.
- Test a computer application which provides for the display of automated contractor information and associated WD-10s at the beginning of the business process to help analysts manage WD-10s during the entire cycle of collection, analysis and follow-up.
- Test the imaging process. An imaging program has been developed to facilitate data entry from the imaged document. The program was tested with sample data and pilot tested with actual data during the fourth quarter as part of the Statewide survey of Colorado.
- Implement a field test of the Computer Assisted Telephone Interview (CATI) system. A preliminary review of the hardware and telephony capabilities of the Wage and Hour regional offices has been conducted. A prototype CATI system, applying screen-based telephony technology utilizing the analyst's computer terminal to facilitate the processing of both incoming and outgoing calls, was successfully tested during the fourth quarter as part of the Colorado survey.

Indicator

Length of time since the last survey in every county

Data Source

Survey Planning Database (CRA)

Baseline

Baseline to be determined and goal achieved in 2002

Comment

Although some incremental improvements may be realized, almost all of the improvement will be accomplished at the end of the process when either a reengineered system is fully implemented or a BLS approach is adopted.

OUTCOME GOAL 2.3 - PROVIDE WORKER RETRAINING

Performance Goal 2.3A: Under JTPA Title III for dislocated workers, 74% of program trainees will be employed at an average wage replacement rate of 93% at termination (compared to their wage at dislocation); 76% will be employed one quarter after program exit at an average wage replacement rate of 97%	
Results	<u>The goal was met.</u> Based on PY 1998 data, 73% of program trainees were employed at an average wage replacement rate of 99% at termination, and 76% were employed one quarter after program exit at an average wage replacement rate of 102%.
Indicator	Percentages of program trainees employed and percentage of wages (at dislocation) replaced at termination and followup.
Data Source	Standardized Program Information Report (SPIR)
Baseline	In PY 1995, 72% of dislocated worker program trainees entered employment upon completion of the program, with a 92% average wage replacement rate, and 74% were employed one quarter after program exit with a 96% wage replacement rate.
Comment	The dislocated worker program seeks to maximize placement and wage replacement through community adjustment, early intervention, and retraining activities.
Performance Goal 2.3B: 72% of trainees from the Trade Adjustment Assistance (TAA) and North American Free Trade Agreement - Transitional Adjustment Assistance (NAFTA-TAA) programs to be reemployed	
Results	<u>The goal was met.</u> Based on 5,917 complete and valid participant records submitted by 45 States during FY 1999, the TAA/NAFTA-TAA reemployment rate was 74.7%.
Indicator	Reemployment rate.
Data Source	Trade Adjustment Participant Report (TAPR).
Baseline	FY 1999 was a year for gathering baseline data for the TAA/NAFTA-TAA programs.
Comment	For FY 2000, the Division of Trade Adjustment Assistance will have specific numeric goals against which the performance of the TAA and NAFTA-TAA programs can be judged, and sufficient and accurate data for measuring the actual outcomes for participants in the programs.

STRATEGIC GOAL 3 -- QUALITY WORKPLACES: *FOSTER QUALITY WORKPLACES THAT ARE SAFE, HEALTHY, AND FAIR*

OUTCOME GOAL 3.1 - REDUCE WORKPLACE INJURIES, ILLNESSES, AND FATALITIES

Performance Goal 3.1A: Reduce the number of mine fatalities and the non-fatal injury rate to below the average for the previous five years	
Results	<u>The goal was met.</u> <ul style="list-style-type: none"> Fatalities: Average FY 1994-1998 = 92.2; FY 1999 = 79 Nonfatal-days-lost incidence rate: Average FY 1994-1998 = 4.07; FY 1999 = 3.47
Indicator	Coal and Metal and Nonmetal mine fatalities; Coal and Metal and Nonmetal mine industry nonfatal-days-lost incidence rate.
Data Source	Mine Accident, Injury, Illness, Employment, and Coal Production System (30 Code of Federal Regulations Part 50 System)
Baseline	92.2 average fatalities for FY 1994-1998 (five-year average); 4.07 average nonfatal-days-lost incidence rate for FY 1994-1998
Comment	A five-year moving average is used to reduce irregular fluctuations in order to highlight trends in the performance measure.
Performance Goal 3.1B: Reduce by 5% the percentage of coal dust and silica dust samples that are out of compliance for coal mines and metal and nonmetal high risk occupations, respectively	
Results	<u>The goal was met.</u> <ul style="list-style-type: none"> Coal dust goal: 5% reduction; actual: 11.6% reduction Silica dust goal: < 90 index points; actual: 75.1 index points
Indicator	Compliance with the permissible level for coal mine dust and metal/nonmetal silica
Data Source	Coal Safety and Health Management Information System and Metal and Nonmetal Safety and Health Management Information System
Baseline	<ul style="list-style-type: none"> Coal baseline: 12.9% not in compliance in FY 1998 based on 4,055 inspector samples Metal and Nonmetal silica baseline set at 100 index points (1997-1998 data); FY 1999 target at 90 index points
Comment	Respirable dust is one of the three major health hazards to miners. Prevention of pneumoconiosis (black lung disease) and silicosis is a priority health initiative.

Performance Goal 3.1C: Reduce three of the most prevalent workplace injuries and causes of illnesses by 3% in selected industries and occupations	
Results	<p>The goal was met.</p> <p>Silica: Decreased by 39%</p> <p>Lead: Decreased by 17%</p> <p>Amputations: Decreased by 11% (CY 1995-1997)</p>
Indicator	<p>Silica: Percent change in average silica exposure severity</p> <p>Lead: Percent change in average lead exposure severity</p> <p>Amputations: Percent change in rate of amputations</p>
Data Source	<p>OSHA Integrated Management Information System (IMIS) (Silica and Lead)</p> <p>Bureau of Labor Statistics Annual Survey of Occupational Injuries and Illnesses (Amputations)</p>
Baseline	<p>Silica: 3.6 average silica exposure severity (IMIS FY 1996)</p> <p>Lead: 3.0 average lead exposure severity (IMIS FY 1995)</p> <p>Amputations: 1.45 per 10,000 employees CY 1993-1995</p>
Comment	<p>Silica: OSHA measured average silica exposure in establishments where OSHA had silica-related interventions.</p> <p>Lead: OSHA will measured average lead exposure in establishments where OSHA had lead-related interventions.</p>
Performance Goal 3.1D: Reduce injuries and illnesses by 3% in five industries characterized by high-hazard workplaces	
Results	<p>The goal was met.</p> <p>Shipyard industry: Decreased by 22% (CY 1996-1998)</p> <p>Food processing industry: Decreased by 12% (CY 1996-1998)</p> <p>Nursing home industry: Decreased by 3% (CY 1996-1998)</p> <p>Logging industry: Decreased by 28% (CY 1996-1998)</p> <p>Construction industry: Decreased by 18% (CY 1996-1998)</p>
Indicator	<p>Shipyard, food processing, nursing homes and logging: Percent change in lost workday injury/illness (LWDII) rates in industries per 100 full-time workers</p> <p>Construction: Percent change in lost workday injury rate in the construction industry</p>
Data Source	Bureau of Labor Statistics Annual Survey of Occupational Injuries and Illnesses
Baseline	<p>Shipyard : 13.4 average LWDII rate per 100 full-time workers for CY 1993-1995</p> <p>Food Processing: 8.9 average LWDII rate per 100 full-time workers for CY 1993-1995</p> <p>Nursing Home: 8.7 average LWDII rate per 100 full-time workers for CY 1993-1995</p> <p>Logging: 7.2 average LWDII rate per 100 full-time workers for CY 1993-1995</p> <p>Construction: 5.2 average LWDII rate per 100 full-time workers for CY 1993-1995</p>
Comment	A three-year moving average is used to reduce fluctuations in order to highlight trends in the performance measures. 1999 BLS LWDII rate data will be available in December 2000.

Performance Goal 3.1E: Reduce injuries and illnesses by 20% in at least 25,000 workplaces where the Agency initiates an intervention	
Results	<u>The goal was met.</u> Lost workday injury and illness (LWDII) rates were reduced in 50,100 workplaces.
Indicator	Number of workplaces where OSHA intervened and LWDII rates were reduced by 20%.
Data Source	Study conducted by researchers from the University of Pittsburgh and Clark University.
Baseline	Will vary depending on when the intervention occurs; tracking began with FY 1995 interventions.
Comment	The researchers examined injury and illness data of establishments that had inspections, consultations, or high injury/illness rate notification letters. The study analyzed prior- and post-intervention injury and illness rates for selected interventions. From these, the researchers projected the number of workplaces with selected interventions during FY 1995 - FY 1999 where rates declined by 20% or more.
Performance Goal 3.1F: Decrease fatalities in the construction industry by 3%, by focusing on the four leading causes of fatalities (falls, struck-by, crushed-by, and electrocutions and electrical injuries)	
Results	<u>The goal was not met.</u> Fatalities were decreased by 2% (CY 1996-1998).*
Indicator	Percent change in the rate of fatalities
Data Source	Bureau of Labor Statistics Census of Fatal Occupational Injuries
Baseline	Rate of fatal occupational injuries 14.5 per 100,000 workers for CY 1993-1995
Comment	A three-year moving average is used to reduce fluctuations in order to highlight trends in the performance measures. *1999 BLS fatality data will be available August 2000.

OUTCOME GOAL 3.2 - FOSTER EQUAL OPPORTUNITY WORKPLACES

Performance Goal 3.2A: Increase by 5% over the FY 1998 baseline the number of Federal contractors brought into compliance with the Equal Employment Opportunity (EEO) provisions of Federal contracts via ESA's compliance evaluation procedures	
Results	<u>The goal was not met.</u> In FY 1999, ESA brought 2,648 contractors into compliance, 189 contractors less than the FY 1999 target, resulting in 93% of the goal being met.
Indicator	Number of Federal contractors brought into compliance following a compliance evaluation, a compliance check, or a compliant investigation conducted by ESA's Office of Federal Contract Compliance Programs (OFCCP)
Data Source	Case Management System
Baseline	FY 1998: 2,702
Comment	This goal is to increase the level of compliance as a result of OFCCP intervention through enforcement and compliance assistance efforts.

Previous Performance Goal 3.2B: Reduce by 2% over the FY 1998 baseline the number of discrimination complaints filed by Federal grant recipients and the disabled in State and local governments	
Revised Performance Goal 3.2B: Issue final regulations implementing the nondiscrimination provisions of Section 188 of WIA by August 7, 1999	
Results	<u>The goal was not met.</u> The interim final rule was submitted to OMB on June 16, 1999 and interim final regulations were published in accordance with OMB guidance, effective November 12, 1999.
Indicator	Publication of final regulations in the <i>Federal Register</i> by August 7, 1999.
Data Source	Not Applicable
Baseline	Not Applicable
Comment	The publication was delayed until November 1999, since OMB deemed it necessary to have other Federal agencies, outside of the required coordinating agencies listed in the implementing Executive Order (EEOC, HHS, and OMB), also comment on the regulations. It has been determined that the delay will not have a substantial adverse impact on program implementation.

OUTCOME GOAL 3.3 - SUPPORT A GREATER BALANCE BETWEEN WORK AND FAMILY

Performance Goal 3.3A: By replicating the West Virginia and other successful child care models, increase the number of States with child care apprenticeship programs to 29 and increase the number of child care apprentices by 10% (to at least 2,114)	
Results	<u>The goal was met.</u> At the end of FY 1999, there were 29 States with child care apprenticeship programs and 2,216 child care apprentices registered. The Bureau of Apprenticeship and Training (BAT) will continue to work with States that received child care grants in an effort to build child care infrastructures, train professional child care workers, and identify best practice initiatives that serve as model for future replication.
Indicator	Number of States with apprenticeships for child care providers and number of apprentices enrolled.
Data Source	Apprenticeship Information Management System (AIMS)
Baseline	At the end of FY 1997, 19 States had child care apprenticeship programs with 1,914 apprentices enrolled.
Comment	AIMS collects data by industry groups, wages, and apprenticeship characteristics. In FY 1999, AIMS will upgrade to ensure accuracy and reliability of performance information on some 394,000 apprentices nationwide. While AIMS upgrade efforts have been delayed a few months, efforts will continue to increase the number of States and apprentices associated with the child care initiative.

Previous Performance Goal 3.3B: One hundred employers will voluntarily pledge to implement or expand policies to help women balance their work and family needs.	
Revised Performance Goal 3.3B: Increase by 420 the number of new employers who implement family-friendly policies and programs for their employees	
Results	<u>The goal was not met.</u> At the end of FY 1999, 398 employers had been enrolled in the "Business-to-Business Mentoring Initiative on Child Care (BtB)." The target was 420 employers.
Indicator	The number of employers who implement family-friendly policies and programs for their employees
Data Source	Reports from the BtB Intranet database, and OMB approved assessment form
Baseline	This is a first time project with no previous baseline
Comment	An additional 22 employers will be enrolled in FY 2000 to achieve a baseline of 420 employers.

OUTCOME GOAL 3.4 - REDUCE EXPLOITATION OF CHILD LABOR AND ADDRESS CORE INTERNATIONAL LABOR STANDARDS ISSUES

Performance Goal 3.4A: Increase by 33% the number of countries signing a Memorandum of Understanding (MOU) with the International Labor Organization's (ILO) International Program on the Elimination of Child Labor (IPEC)	
Results	<u>The goal was not met.</u> At the end of FY 1999, there were 35 countries active in IPEC (4 countries short of the target goal of 39).
Indicator	Number of countries signing MOUs with ILO-IPEC
Data Source	ILO-IPEC
Baseline	29 countries participated in the IPEC program as of FY 1997
Comment	Since the beginning of FY 2000, ILAB has funded country programs for Ghana, Haiti, Mongolia, Romania, and Zambia and plans to fund Nigeria's membership in IPEC. These 6 countries will increase total IPEC participation to 41 countries.
Performance Goal 3.4B: Increase by 100% the number of IPEC child labor elimination projects funded by ILAB	
Results	<u>The goal was met.</u> In FY 1999, ILAB funded 14 country projects and 4 regional projects.
Indicator	Number of IPEC Regional and Country Projects funded by ILAB.
Data Source	ILO-IPEC
Baseline	Seven IPEC projects in seven countries and two regional projects that cover more than a dozen countries (total projects approved by end of FY 1998)
Comment	Thus far, ILAB has funded a total of 21 IPEC country projects and 6 IPEC regional projects.

Performance Goal 3.4C - Increase implementation of core labor standards in five countries	
Results	The goal was met. Working with the ILO, national labor ministries, and labor and business groups, DOL developed programs to enhance the capacities of Labor Ministries to address labor standards issues in five countries meeting the FY 1999 goal. All of the programs include the institution of systems for teaching the relevant information on labor standards and implementation, and developing monitoring systems to assure progress. The programs were administered in Cambodia, Haiti, Mexico, and South Africa. Moreover, ILO member countries adopted and ratified the Convention on the Worst Forms of Child Labor.
Indicator	Number of countries implementing core labor standards.
Data Source	ILO reports; U.S. embassy reports; reports of non-governmental organizations; foreign governments; employer; and worker reports; in-house research
Baseline	Current level of implementation of core labor standards.
Performance Goal 3.4D: Advance frameworks for core labor standards in One Regional Economic Integration Initiative	
Results	The goal was met. ILAB secured passage of the first ever commitment by Asia Pacific Economic Cooperation (APEC) to address a core labor standards issue, specifically that of child labor. A consensus of all 21 APEC Human Resources Ministers agreed that APEC members should explore ways of eliminating the worst forms of child labor and directed APEC's Human Resources Development Working Group to place a high priority on the issue. In addition, ILAB also secured passage of several key provisions that lay the foundation for APEC to link more closely human resources and core labor standards issue to APEC's central objective of promoting economic growth and trade liberalization.
Indicator	Number of regional economic integration initiatives that adopt framework for core labor standards proposed by the U.S.; number of regional economic integration initiatives that make progress in enhancing implementation of core labor standards.
Data Source	Working Group Reports; Reports of IFIs
Baseline	Current status of labor component in regional economic integrating initiatives.

DEPARTMENTAL MANAGEMENT GOALS

OUTCOME GOAL M.1 - IMPROVE MISSION PERFORMANCE AND COMMUNICATION THROUGH DEVELOPMENT OF INFORMATION SYSTEMS WHICH ARE SECURE, COMPATIBLE, AND COST EFFECTIVE

Performance Goal M.1A: 100% of mission critical systems will process Year 2000 dates correctly	
Results	The goal was met. All 61 DOL mission critical systems were repaired, replaced, and tested to process Year 2000 dates correctly.
Indicator	Computer systems process calendar dates of January 1, 2000 and beyond, and produce correct calculation results
Data Source	System implementation results using test records with dates greater than 1999
Baseline	61 identified mission critical systems
Comment	During the first week of January 2000, all systems were retested and continue to process dates correctly.
Performance Goal M.1B: Improve dissemination of DOL regulations, guidelines, and assistance materials, and collection of public comments through an electronic forum	
Results	The goal was met. Over 100,000 pages were posted on the Internet and 95% of the <i>LaborNet</i> documents were indexed and are searchable by DOL employees - 200% increase over baseline.
Indicator	Amount of DOL information published and easily searchable on the Internet, and public comments collected from webmaster inquiries
Data Source	Webmaster comments received from the public
Baseline	30,000 pages of published DOL regulations and general materials, plus 11 Expert Systems describing specific regulations
Comment	This will provide an easy process for sharing Departmental information and regulations with the public and receipt of feedback and reporting information
Previous Performance Goal M.1C: Implement an integrated payroll and personnel system prior to FY 2000 Revised Performance Goal M.1C: Complete first phase of the project to implement an integrated payroll and personnel system by the end of FY 2001. The initial milestone is to replace the DOL legacy system, PERMIS, with the new People Power application	
Results	The goal was met. The People Power System became the Department's system of record on June 6, 1999.
Indicator	Increased effectiveness of personnel and payroll functions within DOL.
Data Source	PERMIS functionality is moved to the People Power system
Baseline	Use of two distinct, non-integrated, automated systems to process personnel and payroll transactions in DOL.
Comment	This goal is Phase I of the multi-phase Departmental effort. OASAM is integrating its personnel and payroll systems using a "commercial, off-the-shelf" package. There were two stand-alone systems that were bridged to allow connectivity. The legacy personnel system (PERMIS) was not supported after the middle of FY 1999, nor was it Year 2000 compliant. This provided the opportunity to replace both systems, while using the most recent technology to improve the way business is done.

OUTCOME GOAL M.2 - MAINTAIN THE INTEGRITY AND STEWARDSHIP OF THE DEPARTMENT'S FINANCIAL RESOURCES

Performance Goal M.2A: DOL financial systems and procedures either meet the “substantial compliance” standard as prescribed in the Federal Financial Management Improvement Act (FFMIA) or corrective actions are scheduled to promptly correct material weaknesses identified	
Results	<p><u>The goal was met.</u> Cost Accounting applications have been implemented at summary levels in each agency to measure costs in achieving Secretary's goals and other broad organizational goals for the FY 2000 Performance Plan. The OCFO received an unqualified audit opinion, which states that no material weaknesses were found in the Department's system of internal controls that would affect the accuracy of the financial statements.</p> <p>The Department brought the Job Corps Real Property system into compliance with the FFMIA. Plans for the remediation of problems in the Job Corps Personal Property system, Wage and Hour's Back Wage and Civil Monetary Penalty systems, MSHA's fines and penalties system, and ETA's Grant Accounting system have been established.</p>
Indicator	OIG audit of the Department's financial statements, including the newly-implemented Managerial Cost Accounting Standard needed to support GPRA
Data Source	Accountability Report issuance with accompanying OIG audit opinion
Baseline	The latest completed OIG audit (FY 1998) identified five systems that were not in compliance with FFMIA. Departmental compliance with new Managerial Cost Accounting Standard will be audited for the first time in FY 1999.
Comment	Implementation of new Managerial Cost Accounting standard is being addressed by the Chief Financial Officer's Advisory Council. In FY 1998, modifications were made to the Department's Accounting System to accommodate cost accounting at program levels. The accounting system produced cost accounting at the Departmental Level for FY 1998 Financial Statements.

OUTCOME GOAL M.3 - ESTABLISH DOL AS A MODEL WORKPLACE

Performance Goal M.3A: Increase by 10% the number of employees utilizing continuous learning/development and career management programs and services	
Results	<u>The goal was met.</u> 3,943 DOL employees received continuous learning/development and career management programs and services. This is an increase of 42% over FY 1998.
Indicator	Aggregate number of DOL employees utilizing continuous learning/development and career management assistance programs and services
Data Source	HRC data
Baseline	2,777 employees (FY 1998 benchmark)
Comment	Data currently exists for the majority of DOL-sponsored programs and services; DOL is expanding data collection to all continuous learning/development and career management assistance activities.

Performance Goal M.3B: Increase participation in “employee-friendly” programs by 10%	
Results	<u>The goal was met.</u> Average overall increase for leave programs: 63% Leave Bank Membership: 707 employees -18% Increase Leave Donations: 3,004 employees - 80% Increase Leave Recipients: 92 employees - 28% Increase Resource and Referral Services: 9,122 employees (Baseline Established)
Indicator	Aggregate number of DOL employees utilizing “employee-friendly” programs and services
Data Source	DOL personnel data and agency/employee responses
Baseline	FY 1998 Data: Leave Bank Membership: 600 employees Leave Donations: 1,665 employees Leave Recipients: 70 employees Resource and Referral Services: Baseline of 9,122 established in FY 1999
Comment	The Department offers other “employee-friendly” programs, such as flexitime, flexiplace, part-time employment, job sharing, resources on child care and elder care issues, and other informational resources. Efforts are underway to develop “usage” tracking systems for some of these programs.
Previous Performance Goal M.3C: Increase by 2% the resolution rate of informal equal opportunity complaints	
Revised Performance Goal M.3C: Complete a review of one of the ten major DOL agencies to verify that all DOL agencies have procedures in place to meet the requirements of applicable civil rights laws	
Results	<u>The goal was met.</u> An extensive review of PWBA’s EEO program revealed an effective program to ensure nondiscrimination at the workplace. Data indicates: (a) 80% of the employees think they are treated in a fair, equitable, and nondiscriminatory manner; (b) 92% of all accommodation requests are approved; and (c) at the GS-13 level, 53% of staff are women and minorities. The final report, along with comments from the Assistant Secretary of PWBA, were issued September 28, 1999.
Indicator	Number of agencies reviewed and that have in place all requirements outlined under 29 CFR 1614, Secretary’s Order 3-96 and related statutes
Data Source	Civil Rights Center Methods of Administration Evaluation Instrument
Baseline	Ten DOL major agencies
Comment	No reviews took place as of FY 1998
Performance Goal M.3D: Increase the number of employees returning to work, thereby reducing charge back compensation costs by 3%	
Results	<u>The goal was not met.</u> Employees Returned to Work: 19 Chargeback cost reduced by \$560,225 - 2.95% Reduction
Indicator	Amount of charge back compensation costs in DOL
Data Source	Office of Workers’ Compensation Program Charge Back System data
Baseline	FY 1998: 43 employees - \$18,990,702 in Chargeback Costs
Comment	The Department’s costs related to Federal worker’s compensation have been increasing, while the workforce has been relatively constant. DOL will focus on reducing incidences of employee accident and injury rates and, for those that have been injured, work closely with the injured individuals to return them to work as soon as possible.